

## **Athena Schools Trust Gender Pay Gap Report - March 2019**

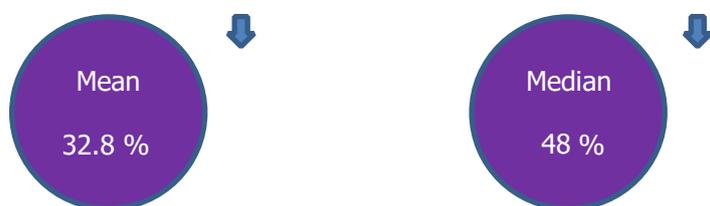
As an employer of over 250 staff, Athena Schools Trust is required by law to carry out Gender Pay Gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out various calculations that show the difference between the average earnings of men and women in our organisation. This does not involve publishing individual employees' data. We are required to publish the results on our own website and a government website on an annual basis.

The legislation states that specific key metrics should be highlighted, these are:

1. the difference in the mean pay of full-pay men and women, expressed as a percentage;
2. the difference in the median pay of full-pay men and women, expressed as a percentage;
3. the difference in mean bonus pay of men and women, expressed as a percentage;
4. the difference in median bonus pay of men and women, expressed as a percentage;
5. the proportion of men and women who received bonus pay; and
6. the proportion of full-pay men and women in each of four quartile bands.

Athena Schools Trust does not have a bonus scheme in place, therefore we will only report on data on key metrics 1, 2 and 6.

### **Our Gender Pay Gap is as follows:**



#### **Mean gender pay gap**

The mean hourly rate is the average hourly wage across the entire organisation, so the mean gender pay gap is a measure of the difference between women's mean hourly wage and men's mean hourly wage.

Our mean gender pay gap indicates that a women's hourly rate is 32.8% lower than a man's, in other words when comparing mean hourly rates, women earn 67.2p for every £1 earned by a man.

#### **Median gender pay gap**

The median hourly rate is calculated by ranking all employees from the highest paid to the lowest paid, and taking the hourly wage of the person in the middle; so the median gender pay gap is the difference between women's median hourly wage (the middle paid woman) and men's median hourly wage (the middle paid man).

Our median gender pay gap indicates that a women's hourly rate is 48% lower than a man's, in other words when comparing median hourly rates, women earn 52p for every £1 earned by a man.

**The proportion of males and females in each quartile are as follows:**

	Lower quartile	Lower middle quartile	Upper middle quartile	Upper quartile
Female	93.9%	88.9%	82.9%	67.9%
Male	6.1%	11.1%	17.1%	32.1%

**Narrative:**

Our workforce is made up of a total of 326 staff, with 83.4% being female and 16.6% being male working across 5 academies (4 primaries and 1 secondary) and a central office.

At Athena Schools Trust we want to attract and retain the best people and reflect the communities that we work in. The education section is generally overwhelmingly female with 80% of all roles in education occupied by females. The gender pay gap is contextualised by the quartile banding analysis above, which demonstrates that there are proportionally greater numbers of females occupying lower-paid roles than men. These lower paid roles, without organisation influence, are currently held by more females than males. There may be cultural reasons why these roles attract greater numbers of female workers. For example the roles are often part-time, as such they attract workers who choose to combine part-time working with childcare; generally this applies disproportionately to women. These staff are a key element of our workforce and are extremely important to us. They often have a wealth of work and life experience and as such are a key resource in the education of our children. Limiting that flexibility may reduce our pay gap but it may not necessarily be in the best interests of our children.

We are confident that our pay gap is not due to a lack of fairness, as our approach to pay is gender neutral by design; our gap is driven by the structure of our workforce.

Athena Schools Trust is committed to equality of opportunity for all of our staff and values the diversity of our workforce. We will continue to use strategies to work towards reducing our gender pay gap further including:

- benchmarking of roles and harmonisation of pay across the Trust;
- monitoring salary levels across the trust to ensure that these are consistently applied;
- on-going analysis of pay progression across the trust;
- ensuring that our policies and procedures are gender neutral;
- promoting family-friendly and flexible working options to all staff across the trust;
- continuing to work to reduce any barriers, perceived or otherwise, to enable females to progress into leadership roles;
- interrogating data in relation to part-time and full-time working and also in relation to the upper quartile and upper middle quartile of our pay grades to ensure that there is no gender bias.

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Athena Schools Trust  
March 2020